

2021 FCC Unit Structure

FCC Unit: 13528 Eastern Central Florida

Address	City	State	Postal Zip Code
150 Cranes Roost Blvd	Altamonte Springs	FL	32708
3301 E State Road 436	Apopka	FL	32703
2821 E. Irlo Bronson Memorial Hwy	Kissimmee	FL	34744
3613 Grissom Lane	Kissimmee	FL	34741
680 Centerview Blvd	Kissimmee	FL	34741
1060 Sand Pond	Lake Mary	FL	32746
2251 Lucien Way	Maitland	FL	32751
485 N Keller Rd	Maitland	FL	32751
894 Maguire Rd	Ocoee	FL	34761
9557 West Colonial Drive	Ocoee	FL	34761
12402 Orange Blossom Trail, Ste 100	Orlando	FL	32837
1906 South Semoran Blvd	Orlando	FL	32822
20 No. Orange Avenue	Orlando	FL	32801
2174 S. Semoran Blvd	Orlando	FL	32822
2380 S Orange Ave	Orlando	FL	32806
2560 East Colonial Drive	Orlando	FL	32804
3740 All American Blvd	Orlando	FL	32810
3767 All American Blvd	Orlando	FL	32810
4104 Millenia Blvd	Orlando	FL	32839
557 N. Alafaya Trail	Orlando	FL	32828
5944 Metropolis Way	Orlando	FL	32811
6373 All American Blvd	Orlando	FL	32810
65 S. Keller Road	Orlando	FL	32810
6855 Eagle Watch Drive	Orlando	FL	32822
9620 Air Commerce Pkwy	Orlando	FL	32827
1121 Alafaya Trail	Oviedo	FL	32765
100 Gordon St	Sanford	FL	32771
2011 WP Ball Blvd	Sanford	FL	32771
1981 Aloma Avenue	Winter Park	FL	32792

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13528

Application Purpose

New Program Report

☐ Amendment to Program Report☐ Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located

ORANGE, FL

D. Category of Respondent (check applicable box)

☒ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☐ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2021	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2021 FCC Outreach Sources

FCC Unit: 13528 Eastern Central Florida

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
AARP Foundation - Senior Community Service Employment Program	VHudgins@aarp.org	(407) 852-1608	1707 Orlando Central Parkway	Orlando	FL	32809
Agency for Persons with Disabilities - Gainesville	jennifer.valenzuela@apdcare.org	(352) 955-6061	1621 Northeast Waldo Road	Gainesville	FL	32609
Agency for Workforce Innovation	shawne.flores@flawfi.com	850-245-7424	107 East Madison Street	Tallahassee	FL	32399
Amberston University	bgblbreath@amberston.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Asian American Journalists Association - Florida	ivetteyee@hotmail.com	(561) 243-6538	Miami, FL	Miami	FL	33101
Austin Community College	jpcaim@austinctc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Bill J. Priest Institute for Economic Development	ecjobs@dcdd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Brookhaven College	hbcjobs@dcdd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Broward College - South Campus	rsalee1@broward.edu	954-201-8100	7200 Pines Boulevard Pembroke	Tallahassee	FL	32304
Brown Girls Doc Mafia	bgdmoutreach@gmail.com	321-394-0540	570 Jamaica Avenue	Brooklyn	NY	11208
Career Center Flagler/Volusia - Palm Coast	joeroberts@careersourcecvf.com	386-323-7001	20 Airport Road	Palm Coast	FL	32164
Career Center Flagler/Volusia - Palm Coast	richardcuebas@careersourcecvf.com	386-561-9569	20 Airport Road	Palm Coast	FL	32164
CareerSource Central Florida	dgray@careersourcecvf.com	(407) 531-1227	5784 South Semoran Boulevard	Orlando	FL	32822
CareerSource Central Florida	fridrigues@careersourcecvf.com	(407) 531-1227	5784 South Semoran Boulevard	Orlando	FL	32822
CareerSource Pasco Hernando	jfhaherty@careersourcepascohermando.com	(352) 200-3022	15000 Citrus Country Drive	Ocala	FL	33523
CareerSource Brevard	ttthompson@careersourcebrevard.com	321-394-0540	5275 Babcock Street Northeast	Palm Bay	FL	32905
CareerSource Brevard - Rockledge	ttthompson@careersourcebrevard.com	321-394-0540	295 Barnes Boulevard	Rockledge	FL	32955
CareerSource Brevard - Titusville	rsantana@careersourcebrevard.com	321-394-0701	3880 South Washington Avenue Suite 214	Titusville	FL	32780
CareerSource Central Florida	aoebrien@careersourcecvf.com	407-531-1222 x4716	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	dgray@careersourcecvf.com	(407) 531-1227	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	imurphy@careersourcecvf.com	407-531-1227 x4234	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	jsafford@careersourcecvf.com	407-531-1222 x4018	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	kdeendyal@careersourcecvf.com	407-531-1222 x4018	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	mbiggs@careersourcecvf.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	McDonald@careersourcecvf.com	(407) 705-1555	5784 South Semoran Boulevard	Orlando	FL	32822
CareerSource Central Florida	mtravesio@wcfca.com	(407) 705-1555	1800 Denn John Lane	Kissimmee	FL	34744
CareerSource Central Florida	oroberts@careersourcecvf.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	vdiaz@careersourcecvf.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida - West Orange County	jpatton@careersourcecvf.com	(407) 835-5615	609 North Powers Drive	Orlando	FL	32818
CareerSource Citrus Levy Marion	MBarrington@careersourcecvf.com	352-249-3278	2703 Northeast 14th Street	Ocala	FL	34470
CareerSource Flagler/Volusia	kennethstevens@careersourcecvf.com	(386) 561-9550	846 Saxon Boulevard	Orange City	FL	32763
CareerSource Flagler/Volusia	selinahmadzadeh@careersourcecvf.com	(386) 561-9550	846 Saxon Boulevard	Orange City	FL	32763
CareerSource Polk	Daniel.Coy@careersourcepolk.com	(863) 508-1100	309 North Ingraham Avenue	Lakeland	FL	33801
Christian HELP	cfcfc@cfcfc.org		450 Seminola Boulevard	Casselberry	FL	32707
Conklin Davis Center for the Visually Impaired	sshell@civcentralflorida.org	321-631-9791	113 King Street	Cocoa	FL	32922
Disabled American Veterans - Central #16	davis@centralfloridavets.org	(407) 247-3912	2040 West Central Boulevard	Flagler Beach	FL	32205
Disabled American Veterans - Jim Booe #86	luiz9442@att.net		208 6th Street South	Flagler Beach	FL	32136
Division of Vocational Rehabilitation - Cocoa Unit 13A	laura.koursaris@vr.fldoe.org	321-383-2775	1970 Michigan Avenue	Cocoa	FL	32922
Division of Vocational Rehabilitation - Jacksonville Unit 08G	Thomas.O'Hara@vr.fldoe.org	(904) 696-5920	2255 Dunn Avenue	Jacksonville	FL	32218
Division of Vocational Rehabilitation - Kissimmee Unit 12F	Evelyn.Montalvo@vr.fldoe.org	(407) 846-5260	111 East Monument Avenue	Kissimmee	FL	34741
Division of Vocational Rehabilitation - Sanford Unit 12BA	Tamara.Lawyer@vr.fldoe.org	(407) 328-5777	1450 West 1st Street	Sanford	FL	32771
Division of Vocational Rehabilitation - Titusville Unit 13AA	laura.koursaris@vr.fldoe.org	321-383-2775	2323 South Washington Avenue	Titusville	FL	32780
Division of Vocational Rehabilitation - Winter Garden Unit 12H (WEST ORLANDO)	Sharon.Crusan@vr.fldoe.org	(407) 554-0252	12200 West Colonial Drive	Winter Garden	FL	34787
Division of Vocational Rehabilitation-Pinellas County 14B and 14C	Lori.Kennison@vr.fldoe.org	941-721-2850	701 94th Avenue North	St. Petersburg	FL	33702
Edward Waters College DUPLICATE	A.Starke@ewc.edu	904-407-8000	1658 Kings Road	Jacksonville	FL	32209
Employer Partnership of the Armed Forces - Orlando	Rachel.A.Foster.ctr@gmail.com	404-313-2526	9500 Armed Forces Reserve Drive	Orlando	FL	32827
ESGR - Employer Support of the Guard and Reserve - St. Augustine	doughla.h.cornette@us.army.mil	(904) 823-0336	92 Marina Street	St. Augustine	FL	32084
Everglades University - Orlando Branch Campus	jplison@evergladesuniversity.edu	(407) 277-0311	850 Trafalgar Court	Maitland	FL	32751
Experience Works - FL	ataylor@experienceworks.org	813-421-8350	1078 Atlantic Boulevard	Atlantic Beach	FL	32233
Florida Abilities and Inclusion Network, Inc.	Maria.Cherjovsky@FAINinc.org	(407) 676-4900	16877 East Colonial Drive	Orlando	FL	32820
Florida Key Community College	shai.foy@fkcc.edu		5901 College Road	Key West	FL	33040
Florida Memorial University	kareem.coney@fmu.edu	(305) 626-3782	15800 Northwest 42nd Avenue	Miami Gardens	FL	33054
Florida State Hispanic Chamber of Commerce	ariel@fshcc.com	561-790-7501	8461 Lake Worth Road	Lake Worth	FL	33467
Florida State University	jjaris@admin.fsu.edu	850-644-6431	University Center	Tallahassee	FL	32306
Hillsborough Community College - Ybor City	akeaton@hccfl.edu	813-253-7590	2001 N. 14th St.	Tallahassee	FL	33605
Hispanic Chamber of Commerce of Metro Orlando	diopez@hispanicchamber.net	(407) 428-5870	3201 East Colonial Drive	Orlando	FL	32803
Johnson & Wales University-Miami Beach Campus	thania.amaro@jwu.edu	(305) 892-5377	1701 Northeast 127th Street	North Miami	FL	33181
Lake-Sumter State College	careers@lssc.edu	352-323-3603	9501 U.S. 441	Leesburg	FL	34788
Lighthouse Central Florida	nittmann@lcf-fl.org			Orlando	FL	32804
Lighthouse for the Blind - Winter Haven	dana.dawson@tampalighthouse.org	(863) 299-3633	206 Avenue D Northwest	Winter Haven	FL	33881
Melbourne Vet Center	Tabitha.Miller@va.gov	(321) 254-3410	2098 Sarno Road	Melbourne	FL	32935
Miami Dade College - Kendall Campus	imartine@mdc.edu	305-237-1044	11011 Southwest 104th Street	Miami	FL	33176
Multicultural Student Center	mssculture@uct.edu	(407) 823-0401	4000 Central Florida Boulevard	Orlando	FL	32816
Multicultural Student Center	mssculture2@uct.edu	(407) 823-0401	4000 Central Florida Boulevard	Orlando	FL	32816
National AMVETS Riders - Chapter 911	infgm@cflr.com		5624 South Ridgewood Avenue	Port Orange	FL	32127
Orlando Jaycees	orlandojaycees@gmail.com	407-896-0474	P. O. Box 2047	Orlando	FL	32802
Orlando Vet Center	Lisa.lewis4@va.gov	407-857-2800	5575 South Semoran Boulevard	Orlando	FL	32822
Palm Beach State College	jakubows@palmbeachstate.edu	(561) 862-4325	3000 St. Lucie Ave	Boca Raton	FL	33431
Pi Sigma Rho - The University of Florida	psruf_vpscholarship@gmail.com	(386) 846-0526	655 Reitz Union Drive	Gainesville	FL	32603
Putnam County Florida - Veterans Services	Keith.branden@putnam-fl.com	(386) 329-0328	2509 Crill Avenue, Suite 800	Palm Bay	FL	32909
Quest, Inc	minh.nguyen@questinc.org	(407) 218-4300	1509 East Colonial Drive	Orlando	FL	32803
South Florida Veterans	southfloridavets@aol.com	954-791-8603	930 Thomasville Road	Tallahassee	FL	32303
The National Association of Hispanic Journalists - Orlando	ybruzual@cfnws13.com		123 West Church Street	Orlando	FL	32801
U.S. Department of Veteran Affairs-St. Petersburg Regional Office	knahrwold@usf.edu	(800) 827-1000	9500 Bay Pines Boulevard	Saint Petersburg	FL	33708
United General Falty WORC	danner51@aol.com	386-214-6474	1100 Jimmy Ann Drive	Daytona Beach	FL	32117
University of South Carolina - Beaufort	careerservices@uscb.edu	843-521-4100	801 Carteret Street	Beaufort	SC	29902
University of South Florida Sarasota-Manatee	tripod@sar.usf.edu	(941) 359-4200	8350 North Tamiami Trail	Sarasota	FL	34243
USO - Jacksonville Pathfinder Transition Center	bburt@uso.org	904-574-8792	6801 Roosevelt Boulevard	Jacksonville	FL	32212
USO - Jacksonville Pathfinder Transition Center	MGarcia@uso.org	904-574-8792	6801 Roosevelt Boulevard	Jacksonville	FL	32212
USO - Jacksonville Pathfinder Transition Center	nbrewer@uso.org	904-574-8792	6801 Roosevelt Boulevard	Jacksonville	FL	32212
Valencia Community College	kcharles36@valenciacollege.edu	(407) 582-2259	701 North Eonlockhatchee Trail	Orlando	FL	32825
Veterans' Employment & Training Service	faulkner.lacarole@dol.gov	215-861-5390	170 South Independence Mall West	Philadelphia	PA	19106
VFW West Orange Post 4305	jfbateman@msn.com	407-656-3078	1170 East Plant Street	Winter Garden	FL	34787
Vocational Rehabilitation - Orange City Unit 11B	celina.paradis@vr.fldoe.org	(386) 456-5320 x104	2754 Enterprise Road	Orange City	FL	32763
Volusia County Florida - Veterans Services	veteransinfo@volusia.org	(386) 740-5102	123 West Indiana Avenue	Deland	FL	32720
Women Marines Association (Area 3)	AD3@womenmarines.org	843-747-5478	6134F Rolling Rock Fork Rd.	Raleigh	NC	29406
Wounded Warrior Project	llamon@woundedwarriorproject.org	(904) 405-1327	4899 Belfort Road	Jacksonville	FL	32256
WTS - South Florida Chapter	kkselowski@citystethetwork.com		3674 Lakeview Boulevard	Delray Beach	FL	33445

2020-2021 Recruitment Initiatives

FCC Unit: 13528 Eastern Central Florida

- 1. #1 - Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.**

ACC and Workforce Solutions Hiring Event

- October 22, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

TX Workforce/Kelly Food Pantry Job Fair

- June 3, 2021
- Kelly Center for Hunger Relief- El Paso, TX
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

- 2. #14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.

2021 FCC Source Evaluation Report

FCC Unit: 13528 Eastern Central Florida

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	1
Agency Hire	1	1	1
College - Campus Recruiting	1	1	1
Direct Sourcing - ATS	104	104	42
Direct Sourcing - Careerbuilder	1	1	1
Direct Sourcing - Indeed	12	12	8
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - Recruiter Networking	1	1	1
Direct Sourcing - Other	2	2	0
Referral - Employee Referral	245	244	176
Internet - Google	8	8	6
Internet - Ziprecruiter	5	5	5
Intern - Conversion	1	1	1
Job Fair - Military/Veterans	1	1	1
Referral - Manager Referral	2	2	2
Internet - Career Builders	1	1	0
Internet - Facebook.com	1	1	0
Internet - Glassdoor.com	2	2	1
Internet - Indeed	281	280	166
Internet - LinkedIn	11	11	3
Internet - Other	2	2	2
Other	9	9	5
Former Employee - Rehire	33	32	31
Campaign - Indeed	23	23	8
Contractor - Conversion	4	4	4
Internal - Internal Hire	38	37	0
Website - External Career Site	15547	1777	161
Total	16338	2564	628

2021 FCC Source Report

FCC Unit: 13528 Eastern Central Florida

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
265083BR	Residential Retention Rep	Internet - Indeed	1	1	1
		Website - External Career Site	473	164	0
265084BR	HR Coordinator Nonexempt	Website - External Career Site	464	30	1
265321BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	1	1	1
		Website - External Career Site	1489	247	2
266227BR	Rep 1, Cust Svc Internet/Voice	College - Campus Recruiting	1	1	1
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Glassdoor.com	1	1	1
		Internet - Google	3	3	2
		Internet - Indeed	20	20	14
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	21	21	18
		Website - External Career Site	882	213	21
267151BR	Residential Retention Rep	Internet - Indeed	1	1	1
		Website - External Career Site	396	148	0
267708BR	Rep 1, Cust Svc Internet/Voice	Internet - Google	2	2	2
		Internet - Indeed	9	9	9
		Internet - LinkedIn	1	1	1
		Internet - Ziprecruiter	2	2	2
		Referral - Employee Referral	8	8	8
		Website - External Career Site	911	142	16
268025BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	42	2	0
268423BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	12	12	11
		Referral - Employee Referral	6	6	4
		Website - External Career Site	364	34	2
269100BR-1	Enterprise Tech Support I Nonexempt	Website - External Career Site	489	78	3
269463BR	Acct Exec, Comm Sol Exempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	13	3	0
269690BR	Sales Support Coordinator I Nonexempt	Campaign - Indeed	3	3	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	15	15	2
		Other	1	1	0
		Referral - Employee Referral	5	5	1
269755BR	Client Success Coordinator Nonexempt	Website - External Career Site	335	12	0
		Referral - Employee Referral	1	1	1
270334BR	Account Executive	Website - External Career Site	87	5	0
		Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	3	3	3
		Website - External Career Site	75	10	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270375BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	45	5	0
		Former Employee - Rehire	1	1	1
270477BR	Rep 1, Cust Svc Internet/Voice	Internet - Google	1	1	1
		Internet - Indeed	2	2	2
		Internet - LinkedIn	2	2	0
		Internet - Other	1	1	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	4	4	2
		Website - External Career Site	755	46	3
270586BR	Residential Retention Rep	Direct Sourcing - Careerbuilder	1	1	1
		Direct Sourcing - Indeed	8	8	5
		Former Employee - Rehire	5	5	5
		Internal - Internal Hire	2	1	0
		Internet - Glassdoor.com	1	1	0
		Internet - Indeed	71	71	43
		Internet - LinkedIn	3	3	0
		Other	1	1	0
		Referral - Employee Referral	62	62	51
270802BR	Direct Sales Rep	Website - External Career Site	360	22	15
270833BR	Field Technician II	Direct Sourcing - ATS	22	22	5
		Referral - Employee Referral	4	4	3
		Website - External Career Site	26	1	0
270835BR	Field Technician II	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	164	14	3
270836BR	Field Technician II	Internet - Indeed	3	3	2
		Job Fair - Military/Veterans	1	1	1
		Website - External Career Site	122	21	3
270837BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	125	13	3
270839BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	70	19	4
270839BR	Field Technician II	Former Employee - Rehire	1	1	1
		Website - External Career Site	87	16	3

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271279BR	Sales Support Coordinator I Nonexempt	Ad - TV Commercial Advertisement	1	1	1
		Internet - Indeed	12	12	11
		Internet - LinkedIn	1	1	0
		Other	5	5	4
		Referral - Employee Referral	3	3	2
		Website - External Career Site	276	17	2
271393BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	90	1	0
271608BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	96	4	0
271673BR	Multimedia Journalist	Agency Hire	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	151	2	0
271857BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	5	5	4
		Website - External Career Site	721	66	2
271938BR	Facilitator	Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Website - External Career Site	156	10	0
271964BR	Direct Sales Rep	Direct Sourcing - ATS	6	6	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	36	6	0
272446BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	120	6	0
272489BR	Direct Sales Rep	Direct Sourcing - ATS	9	9	2
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	3	3	0
		Website - External Career Site	23	14	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272490BR	Residential Retention Rep	Campaign - Indeed	15	15	7
		Former Employee - Rehire	3	3	3
		Internet - Career Builders	1	1	0
		Internet - Indeed	36	36	19
		Internet - LinkedIn	2	2	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	32	32	19
		Website - External Career Site	241	12	8
272908BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	190	16	0
272909BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	5	5	4
		Referral - Employee Referral	3	3	3
		Website - External Career Site	101	29	1
272910BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	96	18	3
272911BR	Field Technician II	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	131	15	3
272913BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	167	9	1
273011BR	Sales Support Coordinator I Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	11	11	8
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	202	7	0
273079BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	32	0	0
273098BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	53	0	0
273125BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	76	3	0
273387BR	Account Executive	Referral - Manager Referral	1	1	1
		Website - External Career Site	78	3	0
273397BR	Intern	Website - External Career Site	24	7	1
273462BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273711BR	Sup, Resi Retention	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	44	4	0
274016BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	2
		Website - External Career Site	32	31	0
274116BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	21	0	0
274285BR	EAE-Enterprise Account Exec	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	18	1	0
274372BR	Field Technician III	Website - External Career Site	1	1	1
274377BR	Field Technician III	Referral - Employee Referral	1	0	1
		Website - External Career Site	1	0	1
274440BR	Enterprise Tech Support I Nonexempt	Contractor - Conversion	3	3	3
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	181	46	4
274479BR	Account Executive	Internal - Internal Hire	3	3	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	59	22	0
274640BR	Business Analyst-Process &Data	Internet - Indeed	1	1	1
		Website - External Career Site	64	1	0
274686BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	55	0	0
274791BR	Residential Retention Rep	Campaign - Indeed	4	4	1
		Direct Sourcing - Line Networking	1	1	1
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	28	28	14
		Referral - Employee Referral	22	22	9
		Website - External Career Site	176	9	4
274990BR	Store Associate	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	72	0	0
275320BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	14	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275663BR	Intern	Website - External Career Site	121	18	1
275668BR	Intern	Website - External Career Site	225	42	1
275669BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	130	10	1
275811BR	Field Technician II	Internal - Internal Hire	1	1	0
		Website - External Career Site	92	15	7
275812BR	Field Technician II	Internal - Internal Hire	1	1	0
		Website - External Career Site	135	8	4
275813BR	Field Technician II	Website - External Career Site	132	10	4
275814BR	Field Technician II	Website - External Career Site	90	21	3
275815BR	Field Technician II	Website - External Career Site	88	13	4
275929BR	Workforce Management Admin Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	45	3	0
276047BR	Direct Sales Rep	Direct Sourcing - ATS	7	7	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	17	15	0
276230BR	Sales Support Coordinator I Nonexempt	Former Employee - Rehire	4	4	4
		Internet - Indeed	2	2	1
		Referral - Employee Referral	11	11	10
		Website - External Career Site	130	7	2
276293BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	59	1	0
276294BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	48	1	0
276335BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	14	14	0
276354BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	16	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276680BR	Residential Retention Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	18	18	6
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	8	8	3
		Website - External Career Site	205	4	1
277158BR	Maintenance Technician I Nonexempt	Website - External Career Site	14	2	1
277160BR	Sales Support Coordinator I Nonexempt	Direct Sourcing - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	4	4	0
		Internet - Indeed	5	5	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	167	5	2
277172BR	Associate Producer Nonexempt	Intern - Conversion	1	1	1
		Website - External Career Site	87	2	0
277361BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	6	1	0
277820BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	2	0
277847BR	Sr Supply Chain Coordinator	Website - External Career Site	18	14	1
278188BR	Commercial Data MSS Spec Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	0	0
278209BR	Field Technician III	Website - External Career Site	5	0	4
278335BR	Production Account Mgr	Referral - Manager Referral	1	1	1
		Website - External Career Site	50	3	0
278369BR	EAE-Enterprise Account Exec	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	5	0	0
278604BR	Field Technician III	Website - External Career Site	1	0	1
278719BR	Direct Sales Rep	Direct Sourcing - ATS	10	10	3
		Website - External Career Site	18	16	0
278751BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	12	0	0
278799BR	Direct Sales Rep	Direct Sourcing - ATS	12	12	5
		Website - External Career Site	12	10	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278799BR-1	Direct Sales Rep	Website - External Career Site	24	22	1
278814BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	33	4	0
278991BR	Field Technician III	Former Employee - Rehire	1	0	1
279369BR	Sales Support Coordinator I Nonexempt	Former Employee - Rehire	1	1	0
		Internet - Indeed	3	3	1
		Website - External Career Site	99	7	0
279565BR	Field Technician II	Website - External Career Site	386	11	4
279566BR	Field Technician II	Website - External Career Site	184	30	5
279695BR	Residential Retention Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	2	2	2
		Internet - Indeed	12	12	6
		Other	2	2	1
		Referral - Employee Referral	7	7	4
		Website - External Career Site	100	19	0
279875BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	0	0
280281BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	67	2	0
280407BR	Service Delivery Trainer	Former Employee - Rehire	1	1	1
		Website - External Career Site	34	11	0
280792BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	4	0	0
280920BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	3	0
280940BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	0	0
281003BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	14	1	0
281208BR	Enterprise Tech Support I Nonexempt	Contractor - Conversion	1	1	1
		Direct Sourcing - ATS	2	2	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	67	12	1
281260BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	1
		Website - External Career Site	17	16	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281272BR	Direct Sales Rep	Direct Sourcing - ATS	9	9	1
		Website - External Career Site	23	23	0
281621BR	Sales Support Coordinator I Nonexempt	Internal - Internal Hire	12	12	0
		Internet - Indeed	4	4	1
		Referral - Employee Referral	4	4	0
		Website - External Career Site	127	9	2
282267BR	Field Technician III	Website - External Career Site	1	0	1